



Jacquelyn Meng Abbott

OF COUNSEL

Houston

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Practice Areas

Employee Benefits and Executive
Compensation

Labor and Employment

Education

The Ohio State University Moritz
College of Law, J.D.

Bowling Green State University,
B.A., with Honors

Bar & Court Admissions

Texas

Ohio

Indiana (Inactive)

U.S. District Court for the
Northern District of Indiana

U.S. District Court for the
Southern District of Indiana

*Admitted to practice law only in
the states listed above.*

Jacque is of counsel in the Vorys Houston office and a member of the labor and employment group. Her practice focuses on employee benefits and related federal compensation tax matters. Jacquie has nearly 50 years of experience in the employee benefits and labor arena and has advised on labor negotiations, pension and fringe benefit plan mergers and dissolutions. She also provides legal advice to human resource and corporate financial services leaders on employee benefits and employment tax laws including MHPAEA, CAA, ERISA, ADEA, ADA, GINA, FMLA, COBRA, ACA, HIPAA and other applicable federal laws.

As supervising tax counsel for a Fortune 10 company, she was responsible for legal compliance of medical, dental, life insurance and disability plans. In addition, she advised on payroll tax matters. She was also in-house counsel at a large insurance company for more than two decades with similar responsibilities.

Jacque has guided clients through over four decades of economic and regulatory changes. She has deep knowledge of major legislative initiatives that have affected both single and multiemployer plans, including HIPAA and the Affordable Care Act. While Jacquie is respected for her legal knowledge, it is her practical approach to problem solving that clients appreciate most.

Career highlights include:

- Providing legal counsel related to the drafting and negotiating benefit plan vendor contracts (fully insured and administrative services only)
- Advising numerous stakeholders on compliance issues related to the Affordable Care Act and the Americans with Disabilities Act
- Advising on the impact of the Tax Cuts and Jobs Act on employer provided fringe benefits
- Served as chair of the ERISA Industry Committee (ERIC) health policy committee

Jacque is a frequent speaker on recent developments and is currently vice-chair of the American Bar Association's Section of Real Property, Trust and Estate Law, Welfare Benefit Plans Committee. She is also the immediate past chair of the Section of Taxation's Subcommittee on Welfare Plan and EEOC, FMLA and Leave Issues.

Jacque has presented and has been published on a number of employee benefits related topics including: what should the ERISA qualifications of an annuity purchased by an employer in the face of the Executive Life insolvency; ERISA: Ten Years After, "Plan Asset Reversions;" and developments in the life insurance industry.

Jacque received her J.D. from The Ohio State University Moritz College of Law. She received her B.A. with honors from Bowling Green State University.

Honors & Recognitions

The Best Lawyers in America, Employee Benefits (ERISA) Law, 2024

Pro Bono Lawyer of the Year, Houston Volunteer Lawyers Program, 2010

Professional and Community Activities

American Bar Association Section of Real Property, Trust and Estate Law, Welfare Benefit Plans, Vice-Chair

ERISA Industry Committee, Health Policy Committee, Chair, 2008-2012; Retirement Committee and Health Policy Committee, Member

American Bar Association Section of Taxation, Subcommittee on Welfare Plan and EEOC, FMLA and Leave Issues, Immediate Past Chair, 2020 to present; Corporate Counsel Committee, Chair, 2012-2019

American Council of Life Insurance, Risk Classification Committee, Member, 1988-1990; Task Force on Fiduciary Matters, Member, 1980-1996; Joint Committee with Health Insurance Association of America on Task Force on the Application of ERISA to Welfare Benefit Plans, Member, 1994-1996; Member of Task Force working on DOL general account regulations, 1980-1999

Indiana State Bar Association, Board of Governors, Member, 1991-1993; Long Range Planning Committee, Chair, 1996-1997; House of Delegates Representative for the Fourth District, Member, 1993-1999; Indiana Bar Foundation, Fellow

School District's Music Booster Organization, Treasurer

Ft. Wayne Philharmonic Women's Committee, Board of Directors, Counsel

Limberlost Girl Scout Council, Leader

YWCA Woman of Achievement, Member

Junior Achievement, Project Business Consultant

Publications

[Client alert, 12.20.2023](#)

Urgent Reminder About Gag Clause Attestations and Electronic Filing Requirements

[Client alert, 8.22.2023](#)

COVID-19 Relief is Ending for HSA-Compliant High Deductible Health Plans and Preventive Care is Clarified

[Client alert, 8.16.2023](#)

Mental Health Parity: Recently Released Guidance

[Authored article, 8.16.2023](#)

MHPAEA Proposed Rulemaking and Technical Release

[Authored article, 8.16.2023](#)

The Good, the Bad and the Ugly: the Department of Labor Releases its 2023 MHPAEA Report to Congress

[Client alert, 8.7.2023](#)

No Surprise: Increased Fees and Batching Rules under the No Surprises Act Overturned by Texas Court

[Client alert, 7.25.2023](#)

Important Updates on Mental Health Parity and Medicaid/CHIP Eligibility

[Client alert, 5.19.2023](#)

Challenges for Health Plans – Gene Therapy Exclusions and Impending Rash of Special Enrollments

[Client alert, 8.16.2022](#)

Deja Vu: HHS's Notice of Proposed Rulemaking under ACA Section 1557

[Client alert, 1.27.2022](#)

2022 MHPAEA Report to Congress

[Client alert, 11.11.2021](#)

New Illinois State Law Imposes Group Health Coverage Disclosure Requirements on Certain Employers with Illinois Employees

[Authored article, 10.27.2021](#)

No Surprises Act Disclosure Notice

[Client alert, 9.13.2021](#)

End of COBRA Subsidy Notice Must Be Sent By September 15th

[Client alert, 8.27.2021](#)

Extension of Group Health Plan Compliance Dates

Client alert, 6.21.2021

Supreme Court Decision Preserves the Affordable Care Act

Client alert, 5.26.2021

IRS Answers ARP COBRA Subsidy Questions

Client alert, 4.12.2021

DOL COBRA Notices for the ARP COBRA Subsidy

Client alert, 3.16.2021

100% COBRA Subsidies under the American Rescue Plan Act

Client alert, 3.1.2021

Extension of Extended Employee Benefit Deadlines

Client alert, 2.5.2021

Document Proof of Mental Health Parity Compliance by February 10, 2021

Client alert, 1.26.2021

Advance Access to Prices for Health Services Coming in 2022

Client alert, 1.18.2021

Surprise Medical Billing Protections Coming in 2022

Client alert, 10.6.2020

2020 Form 1095-C Distribution Extension

Client alert, 9.8.2020

Lifetime Income Disclosures for Defined Contribution Plans – Interim Final Rule

Client alert, 8.28.2020

Final Electronic Disclosure Rules for Retirement Plans

Client alert, 8.13.2020

Proposed Regulations on the 4960 Excise Tax on Certain Compensation Paid by Tax-Exempt Employers

Client alert, 8.3.2020

Labor and Employment Alert: HHS's Final Rule under ACA Section 1557 and Its Challenges

Client alert, 5.22.2020

New Guidance Published for Cafeteria Plan Elections and High Deductible Health Plans

Client alert, 5.13.2020

Benefits Alert: HHS Final Rule Addresses Application of Prescription Drug Copay Coupons to Group Health Plan Out-of-Pocket Limit

Client alert, 5.8.2020

Deadline Extensions and COBRA Update

Client alert, 12.31.2019

Benefits Alert: The Impact on Health & Welfare Plans in the New Year based on the Fifth Circuit's ACA Ruling and the Further Consolidated Appropriations Act, 2020

Client alert, 12.11.2019

Benefits Alert: 2019 Roundup: A Look Back at Employee Benefits Developments

Client alert, 12.4.2019

Benefits Alert: 2019 Form 1095-C Update

Client alert, 10.24.2019

Benefits Alert: The Uncertain Status of Prescription Drug Copay Accumulator Programs